

Air Education and Training Command



Occupational Survey Report AFSC 2E1X1 Satellite, Wideband, and Telemetry Systems

U.S. AIR FORCE

Lt Joshua Smalley
2 August 02

Integrity - Service - Excellence

Report Documentation Page		
Report Date 02AUG2002	Report Type N/A	Dates Covered (from... to) -
Title and Subtitle Occupational Survey Report AFSC 2E1X1 Satellite, Wideband, and Telemetry Systems		Contract Number
		Grant Number
		Program Element Number
Author(s)		Project Number
		Task Number
		Work Unit Number
Performing Organization Name(s) and Address(es) OCCUPATIONAL ANALYSIS PROGRAM AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON AIR EDUCATION and TRAINING COMMAND 1550 5th STREET EAST RANDOLPH AFB, TEXAS 78150-4449		Performing Organization Report Number
Sponsoring/Monitoring Agency Name(s) and Address(es)		Sponsor/Monitor's Acronym(s)
		Sponsor/Monitor's Report Number(s)
Distribution/Availability Statement Approved for public release, distribution unlimited		
Supplementary Notes See Also ADM001431, The original document contains color images.		
Abstract		
Subject Terms		
Report Classification unclassified		Classification of this page unclassified
Classification of Abstract unclassified		Limitation of Abstract UU
Number of Pages 55		

Air Force Occupational Measurement SQ



AFOMS/OMYO

1550 Fifth Street East

Randolph AFB, TX 78150

DSN 487 – 6811

<https://www-r.omsq.af.mil/OMY/indexomy.htm>

Integrity - Service - Excellence



Overview



AETC

- Survey background
- Survey results
- Implications and way ahead



Work Performed



AETC

- Deploy, operate, and sustain ground and space based satellite, Beyond-Line-of-Sight wideband communications, telemetry, and instrumentation systems
- Manage and perform design support, installation, calibration, testing, operation, maintenance, and repair of facilities, systems, and equipment
- Monitor and direct performance checks and measurements
- Establish and maintain communication links with distant terminals

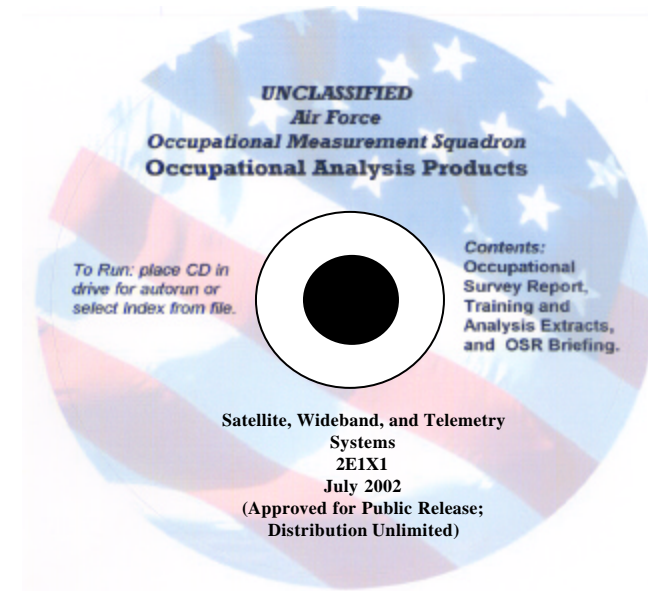


Survey Background



AETC

- Survey initiated to obtain data to:
 - Evaluate current classification and training documents
 - Support promotion test development
- Last Occupational Survey Report (OSR) - June 1997
- Current survey data collected- October 2001-January 2002
- Components Surveyed:
 - Active Duty: 3-, 5-, and 7-Skill Levels
 - Guard: 5- and 7-Skill Levels
 - Reserve: 5- and 7-Skill Levels





Current Training Program



AETC

- AFSC awarding course
 - Prerequisite L3AQR2E131-650 Electronic Principles course at Lackland AFB TX, 53 academic days
 - Detachment 1, 338 TRS, Ft Gordon AIN, GA
 - E3ABP2E131-000, Satellite, Wideband, and Telemetry Systems Apprentice Course, 89 academic days
 - 44 Semester hours for CCAF
 - Programmed TPR

FY03: 320 students	FY03: 6%
FY04: 329 students	FY04: 6%
 - Programmed Elimination Rate



Survey Sample Characteristics



AETC

	<u>AD</u>	<u>AFRC</u>	<u>ANG</u>	<u>Total</u>
Assigned*	2,369	59	1,466	3,894
Mailed Out	1,827	37	1,305	3,169
Sample	937	3	478	1,418
Usable Returns	51%	8%	37%	45%

- Average time in career field for AD: 7 yrs 7 months
- Average TAFMS for AD: 9 yrs
- Percent of AD in first enlistment: 27%

* Assigned as of October 01



Skill & Paygrade Characteristics



AETC

Skill Level Distribution

	Assigned*	Sample
3-Level -	18%	18%
5-Level -	51%	52%
7-Level -	31%	30%

Paygrade Distribution***

	Assigned*	Sample
E-1 - E-3 -	17%	13%
E-4 -	24%	28%
E-5 -	26%	26%
E-6 -	18%	18%
E-7 -	15%	14%
E-8 -	**	0%

* Assigned as of October 01

**Indicates less than one percent

***Columns may not add to 100 due to rounding error



Command Representation



AETC



Command

Assigned %**

Sample %



AETC

2

3

AMC

4

6

ACC

20

23

AFMC

6

5

USAFE

9

9

PACAF

8

10

AFSOC

1

1

AFRC

2

*

ANG

38

34

EUR

*

*

AFSPC

8

8

AIA

*

*

AFOTE

*

*



* Indicates less than one percent

** Assigned as of October 01



Job Structure



AETC

ellite/Wideband Technician
Cluster
58%

Sample size: 1,418

Telemetry,
Instrumentation, and
Robotics IJ
2%

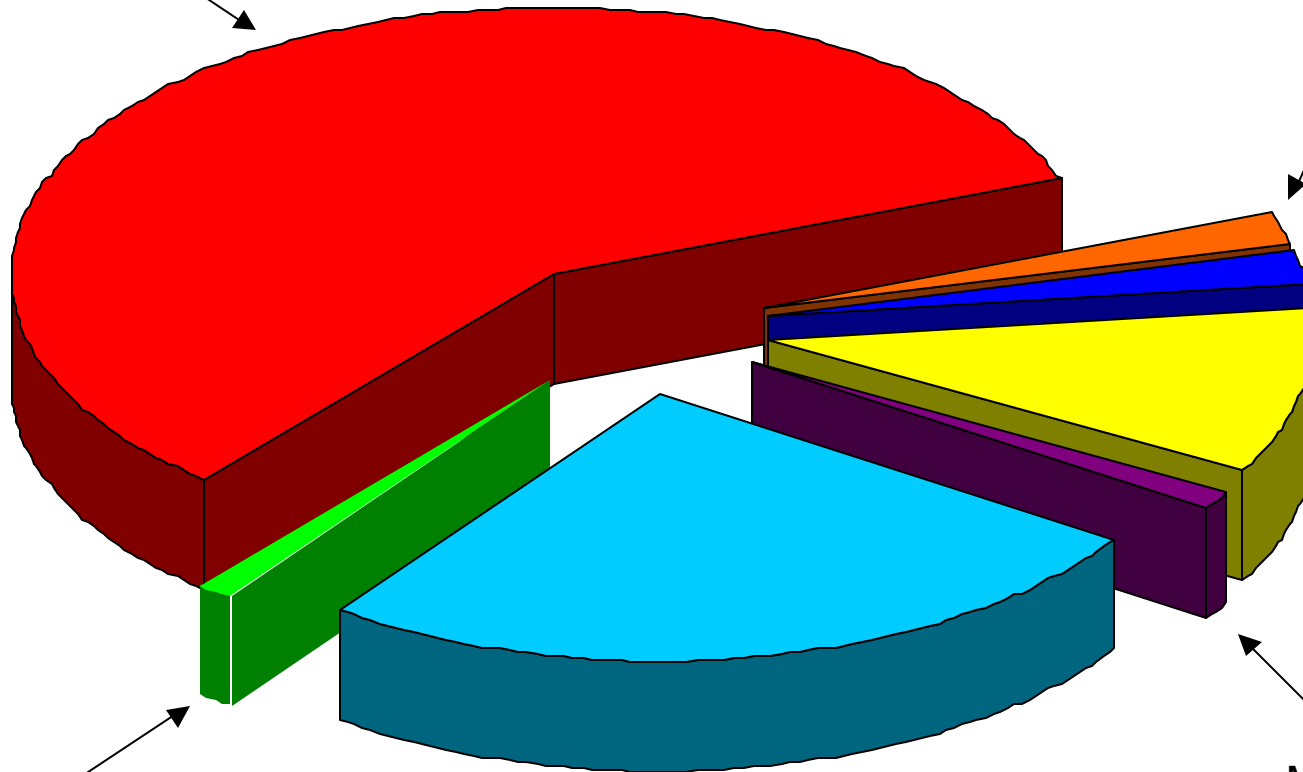
ANG E&
Cluster
2%

Managemen
Cluster
10%

Maintenance Control I
1%

Technical Training
Instructor IJ
1%

Not Grouped
26%





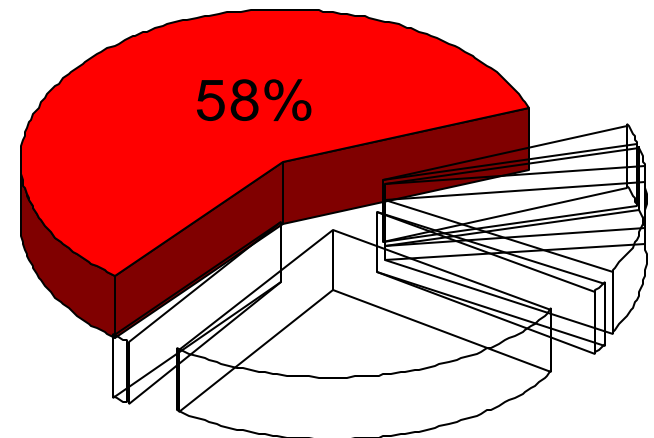
Cluster (N=825)



AETC

- Perform system power ups/power downs
- Perform corrosion control
- Operationally check system or test equipment
- Remove or replace air filters
- Visually inspect antennas
- Perform PMIs on antenna systems
- Visually inspect waveguides

Combat Comm Crew Chief Job
Fixed Antenna Job
Satellite/Wideband Tech Job
AFSAT/MILSTAR Crew Chief Job
Ground Radio Job



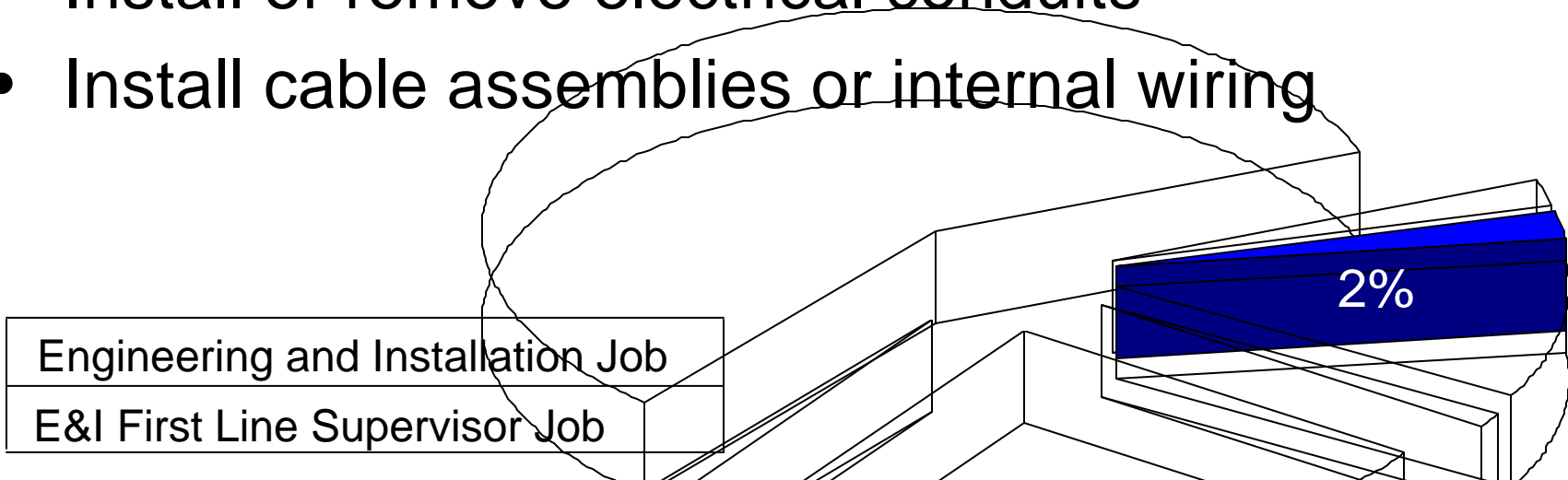


ANG E&I Cluster (N=25)



AETC

- Install or remove fixed communications equipment
- Install communications equipment
- Interpret blueprints, cabling, circuit or wiring schematic diagrams
- Install equipment grounds
- Install or remove cable ladders
- Install or remove electrical conduits
- Install cable assemblies or internal wiring





Management Cluster (N=136)



AETC

- Inspect personnel for compliance with military standards
- Write recommendations for awards or decorations
- Counsel subordinates concerning personal matters
- Evaluate personnel for compliance with performance standards
- Conduct self-inspections or self-assessments
- Determine or establish work assignments or priorities



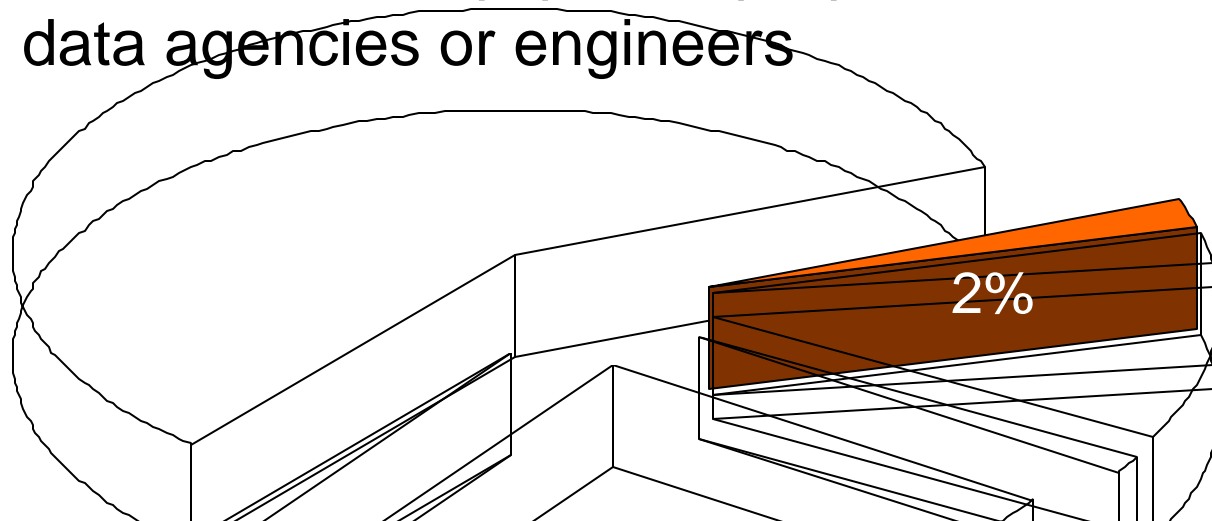


Independent Jobs



AETC

- Telemetry, Instrumentation, and Robotics IJ (N=29)
 - Operationally check system or test equipment
 - Evaluate new, modified, or prototype equipment
 - Adjust user-calibrated test equipment
 - Coordinate instrumentation checkouts with other test teams
 - Coordinate test item or equipment preparations with technical data agencies or engineers



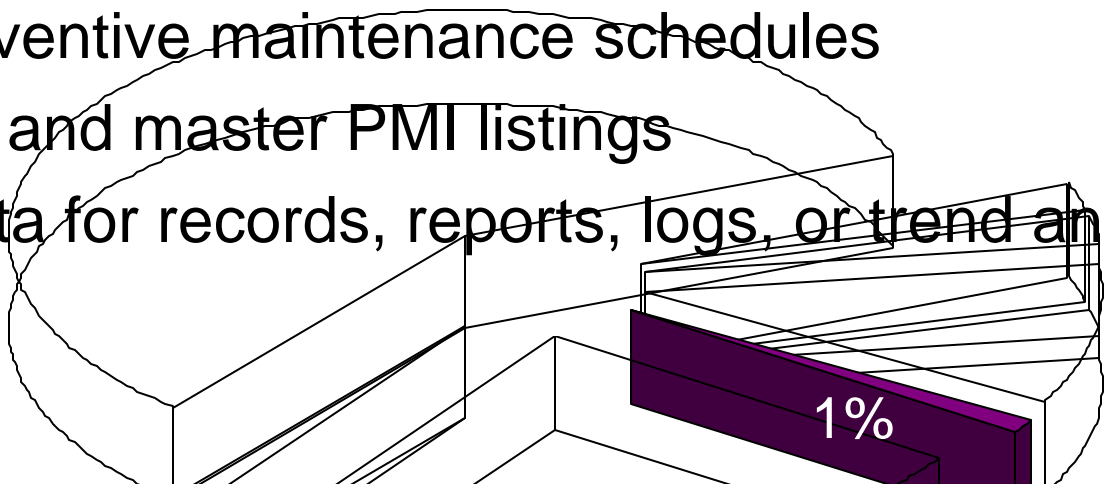
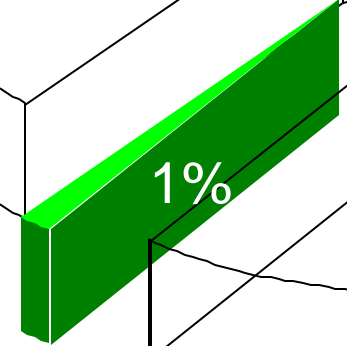


Independent Jobs



AETC

- Technical Training Instructor IJ (N=18)
 - Counsel trainees on training progress
 - Develop written tests
 - Conduct formal course classroom training
- Maintenance Control IJ (N=12)
 - Retrieve CAMS, REMIS, IMMP, or G081 listings or reports
 - Review preventive maintenance schedules
 - Update EIL and master PMI listings
 - Compile data for records, reports, logs, or trend analyses





Career Ladder Progression



AETC

- 3- and 5-skill-level personnel
 - Work in the most technical jobs in the career field
 - Spend most of their time on technical tasks
- 7- skill-level personnel
 - Continue to perform technical tasks
 - However, take on supervisory, training, and administrative duties





Percent Across Specialty Jobs

DAFSC



AETC

	DAFSC 2E131 <u>(N=251)</u>	DAFSC 2E151 <u>(N=739)</u>	DAFSC 2E171 <u>(N=428)</u>
Satellite/Wideband Technician Cluster	72	61	45
Telemetry, Instrumentation, & Robotics IJ	1	2	3
ANG Engineering and Installation Cluster	0	2	3
Technical Training Instructor IJ	0	1	2
Maintenance Control IJ	0	1	1
Management Cluster	0	3	26
Not Grouped	27	30	20



AD DAFSC



AETC

	DAFSC 2A734 (<u>N=146</u>)	DAFSC 2A754 (<u>N=244</u>)	DAFSC 2A774 (<u>N=83</u>)
General Survival Equipment Maint IJ	62	68	52
Personnel Parachute Maintenance IJ	5	1	*
Flotation Device Maintenance IJ	15	8	1
Management/Supervisory Cluster	0	8	45
Prot Cloth and Cover Fabric/Maint IJ	1	1	0
Equipment Maintenance IJ	2	2	0
Cargo Parachute IJ	1	6	0
Not Grouped	14	6	2

* Less than 1 percent



ANG DAFSC



AETC

	DAFSC 2A754 <u>(N=84)</u>	DAFSC 2A774 <u>(N=119)</u>
General Survival Equipment Maint IJ	73	86
Flotation Device Maintenance IJ	21	6
Management/Supervisory Cluster	0	7
Prot Cloth and Cover Fabric/Maint IJ	1	*
Not Grouped	5	1

* Less than 1 percent



AFRC DAFSC



AETC

	DAFSC 2A754 <u>(N=58)</u>	DAFSC 2A774 <u>(N=63)</u>
General Survival Equipment Maint IJ	76	70
Flotation Device Maintenance IJ	22	14
Management/Supervisory Cluster	*	13
Not Grouped	2	3

* Less than 1 percent



Percent Time Spent on Duties



AETC

	DAFSC 2E131 (N=251)	DAFSC 2E151 (N=739)	DAFSC 2E171 (N=428)
Performing General Repair Activities	22	20	12
Maintaining Fixed And Mobile Antenna Systems	12	10	7
Maintaining Tracking Systems	3	2	1
Maintaining Receivers And Downlink Systems	7	6	3
Maintaining Transmitters And Uplink Systems	5	4	2
Maintaining Air Force Satellite Communications (AFSATCOM) And MILSTAR Systems	3	3	1
Performing Aircrew Activities	1	*	*
Maintaining Multiplexers, Modems, And Associated Interface Equipment	9	7	4
Maintaining Common or Miscellaneous Subassemblies and Systems	7	5	3
Performing Equipment Operations Activities	10	10	6
Performing Equipment Installation and Mission Support Activities	3	4	5

* Less than 1 percent



Career Ladder Regression Percent Time Spent on Duties



AETC

	DAFSC 2E131 (N=251)	DAFSC 2E151 (N=739)	DAFSC 2E171 (N=428)
Performing Maintenance Management Activities	3	4	6
Performing Administrative And Technical Order (TO) System Activities	3	4	6
Performing General Supply And Equipment Activities	3	3	4
Performing Mobility And Contingency Activities	5	7	10
Performing Training Activities	2	5	8
Performing Management And Supervisory Activities	1	6	21



First-Enlistment Job Structure



AETC

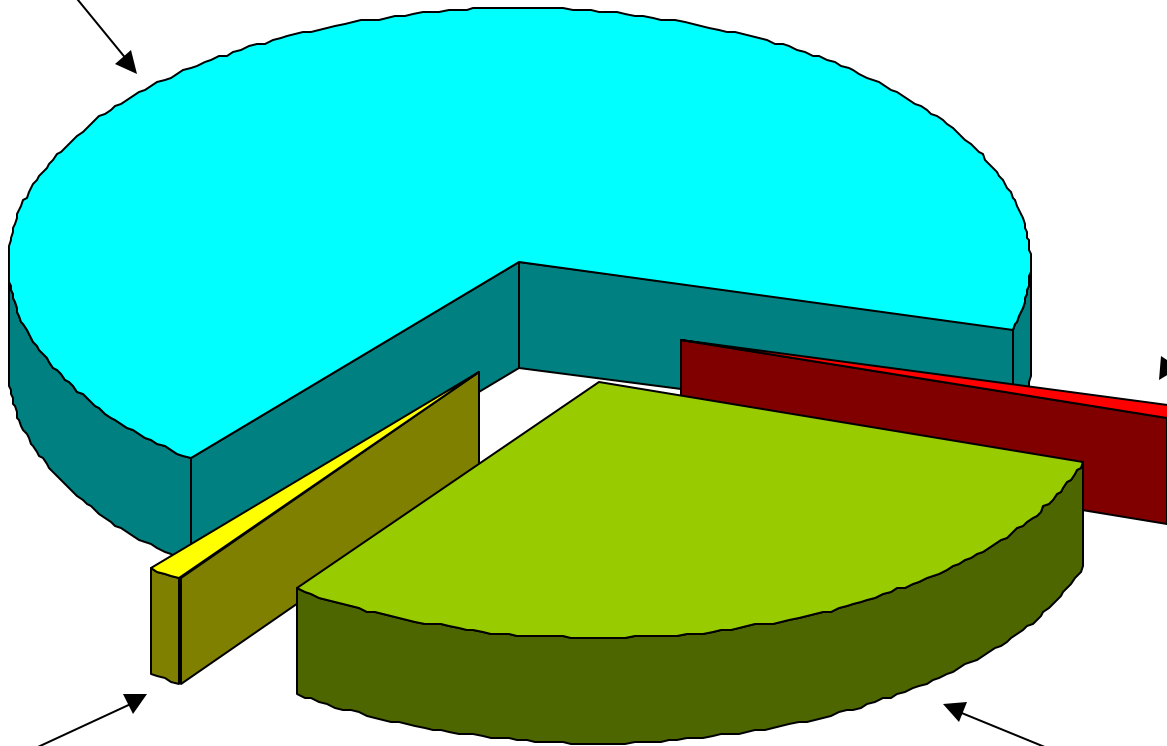
Sample size: 377

Satellite/Wideband Technician
Cluster (68%)

Telemetry,
Instrumentation, and
Robotics IJ (<1%)

* Other (<1%)

Ungrouped
(30%)



*Other includes ANG E&I Cluster (<1%) & Maintenance Control IJ (<1%)
IJ =Independent Job



First Environment Personnel Representative Tasks



AETC

Percent
Members
Performing
(N=377)

<u>Tasks</u>	
Perform system power downs	87
Perform system power ups	86
Remove or replace light bulbs	85
Perform corrosion control	79
Remove or replace air filters	79
Remove or replace CCAs	76
Operationally check system or test equipment	74
Remove or replace minor plug in or screw in electronic components	72
Perform PMIs on antenna systems	71
Fabricate or repair equipment cables	69
Perform preventive maintenance inspections (PMIs) on CCAs	68
Visually inspect antennas	68
Perform PMIs on down converters	66
Adjust circuit card assemblies (CCAs)	66



First Enlistment Personnel Tools & Equipment



AETC

Percent
Members
Performing
(N=377)

Equipment

Systems Used/Operated

Antennas	81
Multiplexers	79
Modems	77
Satellite Communications	75

Support Equipment Used/Operated

Multimeters, Digital	87
Analyzers, Spectrum	80
Oscilloscopes	80
Built In Test Equipment	79
Attenuators, Variable	73
Dummy Loads	73
Attenuators, Fixed	70
Counters, Frequency	69
Meters, Power	64
Attenuators, Decibel (Db)	60
Generators, Signal	59



Course Training Standard (CTS) Analysis



AETC

- CTS is well supported by survey data
 - Only four CTS items were unsupported
- Large number of technical tasks performed by 20 percent or more of members were not referenced to CTS
 - These should be reviewed for possible inclusion in CTS





Unsupported CTS Elements



AETC

Examples

Unit	Learning Objective	Percent Members Performing		Tng Emp	Tsk Dif	ATI
		1st Job	1st Enl			
7.2. Task	Troubleshoot and repair timing synchronization equipment I0488. Troubleshoot or repair frequency standards	13	18	2.59	6.26	7
9.15 Task	Perform an operational check of the TRC 170 Tropospheric Scatter equipment communications link J0567. Verify operational readiness with ground network or distant terminals	12	18	2.85	4.44	7
16.1 Task	Perform cable transmission line measurements J0560. Perform transmission line loss measurements	7	11	1.93	4.97	7

Mean TE Rating is 1.75, Standard Deviation is 1.29 (HIGH TE= 3.04)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)





Proficiency Codes Requiring Review



AETC

Unit	Learning Objective	Prof Code	Percent Members Performing		Tng Emp	Tsk Dif	ATI
			1st Job	1st Enl			
6.6.4 Task	Classified material control H0357. Destroy or dispose of Classified or sensitive unclassified materials	--	30	38	2.80	4.17	15
8.4.8 Task	Encryption or masking devices E0208. Operate cryptographic equipment	A	36	41	4.63	5.05	12
8.6.5.2 Task	Fiber optic E0233. Perform fault isolation on fiber optic systems	A	29	35	6.43	6.32	12

Mean TE Rating is 2.16, Standard Deviation is 1.35 (HIGH TE= 3.51)

Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Tasks not Referenced to CTS



AETC

Examples

<u>Tasks</u>	<u>Percent Members Performing</u>		<u>Tng</u>	<u>Tsk</u>	<u>ATI</u>
	<u>1st</u>	<u>1st</u>			
	<u>Job</u>	<u>Enl</u>	<u>Emp</u>	<u>Dif</u>	
A0022 Perform system power-downs	84	87	5.98	2.40	13
A0023 Perform system power-ups	84	86	5.93	2.46	13
D0136 Adjust amplifiers	60	61	4.51	5.38	18
A0013 Install communications equip	57	60	4.41	5.60	18

Mean TE Rating is 1.75, Standard Deviation is 1.29 (HIGH TE= 3.04)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Plan of Instruction (POI) Analysis



AETC

- POI is generally well-supported by survey data
 - Six learning objectives matched to JI tasks performed by less than 30 percent of members
- Tasks not referenced to any POI learning objective should be reviewed for possible inclusion in POI





Unsupported POI Objectives



AETC

Examples

Tasks	Percent Members Performing		Tng Emp	Tsk Dif	AT
	1 st Job	1 st Enl			
I.4.b. Given a transmission line (coaxial cable) with an attenuator of undetermined value, a signal generator and a power meter, determine the amount of attenuation in the transmission line system within 5%					
J560 Perform transmission line loss measurements	7	11	1.93	4.97	7
III.5.c. Given the appropriate technical data and a scenario, research the required parts information without error					
N666 Establish requirements for equipment, tools, parts or supplies	17	24	.80	5.00	2

Mean TE Rating is 1.75, Standard Deviation is 1.29 (HIGH TE= 3.04)

Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)





Tasks not Referenced to POI



AETC

Examples

		<u>Percent Members Performing</u>		<u>Tng</u>	<u>Tsk</u>	
<u>Tasks</u>		<u>1st Job</u>	<u>1st Enl</u>	<u>Emp</u>	<u>Dif</u>	<u>ATI</u>
A0022	Perform system power-downs	84	87	5.98	2.40	13
A0023	Perform system power-ups	84	86	5.93	2.46	13
A0007	Fabricate or repair equip cables	55	69	3.66	5.39	18
B0105	Visually inspect antennas	60	68	4.02	2.36	13

Mean TE Rating is 1.75, Standard Deviation is 1.29 (HIGH TE= 3.04)
Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)



Job Satisfaction Indicators (AD) (AFSC 2A7X4 vs. Comparative Sample)



AETC

	1-48 Months		49-96 Months		97+ Months	
	2001 2A7X4 (N=170)	Comp Sample* (N=1801)	2001 2A7X4 (N=92)	Comp Sample* (N=828)	2001 2A7X4 (N=211)	Ccomp Sample* (N=2390)
Job interesting	66	87	68	88	85	92
Talents well utilized	48	80	59	80	81	86
Training well utilized	90	90	85	89	89	84
Sense of accomplishment	73	84	73	84	81	84
Plan to reenlist	51	46	63	57	71	63

Comparative sample of AFSCs surveyed in the last 12 months includes: 2A3X2, 2A5X1J, and 2A6X4



Job Satisfaction Indicators (AD) (Current vs. Previous Study)



AETC

	1-48 Months		49-96 Months		97+ Months	
	2002 (N=377)	1997 (N=388)	2002 (N=133)	1997 (N=326)	2002 (N=427)	1997 (N=679)
Job interesting	62	64	65	62	71	72
Talents well utilized	74	71	79	73	82	82
Training well utilized	77	74	73	67	75	69
Sense of accomplishment	56	58	59	60	67	68
Plan to reenlist	34	49	53	56	55	73



Job Satisfaction Indicators (AD) (Across Specialty Jobs)



AETC

	Satellite/ Wideband Technician Cluster (N=825)	Telemetry, Instrmnt & Robotics IJ (N=29)	ANG E & I Cluster (N=25)
Job interesting	72	97	76
Talents well utilized	83	93	80
Training well utilized	87	76	64
Sense of accomplishment	65	93	52
Plan to reenlist	56	45	84



Job Satisfaction Indicators (AD) (Across Specialty Jobs cont.)



AETC

	Technical Training Instructor IJ (N=18)	Maintenance Control IJ (N=12)	Mgmt Cluster (N=136)
Job interesting	89	42	74
Talents well utilized	100	59	88
Training well utilized	95	67	76
Sense of accomplishment	83	50	74
Plan to reenlist	56	67	54



Retention Dimensions First-Term Airmen (N=375)



AETC

	Percent Responding	Average
Planning to Reenlist (N=128)		
Job security	69	2.56
Military-related education & training opportunities	65	2.45
Off duty education or training opportunities	61	2.54
Military lifestyle	56	2.11
Medical or dental care for AD member	55	2.47
Planning to Separate (N=247)		
Military lifestyle	63	2.29
Pay and allowances	62	2.39
Civilian job opportunities	62	2.59
Recognition of efforts	37	2.34
Esprit de corps/morale	36	2.48

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence





Retention Dimensions

Second-Term Airmen (N=132)



AETC

	Percent Responding	Average
Planning to Reenlist (N=71)		
Job security	69	2.57
Retirement benefits	62	2.64
Bonus or special pay	58	2.39
Military lifestyle	56	2.33
Medical or dental care for AD member	55	2.56
Planning to Separate (N=61)		
Pay and allowances	66	2.45
Civilian job opportunities	59	2.75
Military lifestyle	52	2.25
Number/duration of TDYs or deployments	41	2.60
Location of present assignment	36	2.73

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence





Retention Dimensions Career Airmen (N=267)



AETC

Planning to Reenlist (N=234)	Percent Responding	Average
Retirement benefits	79	2.67
Job security	56	2.62
Military lifestyle	50	2.26
Pay and allowances	50	2.26
Medical or dental care for AD member	45	2.43
Planning to Separate (N=33)		
Pay and allowances	67	2.36
Military lifestyle	64	2.24
Civilian job opportunities	55	2.67
Number/duration of TDYs or deployments	39	2.23
Esprit de corps/morale	39	2.62

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence





Summary of Results



AETC

- Career ladder progression typical
 - Highly technical at 3-skill progressing to more managerial at 7-skill level and beyond
- Career ladder documents well-supported by survey data
 - CTS and POI provide comprehensive coverage of work performed by career ladder
 - Review of some items warranted
- Job satisfaction indicators
 - Most are similar when compared to previous study
 - Lower in the plan to reenlist area for first-term and career airmen



Way Ahead



AETC

- OSR Delivery Trip - TBD
- Utilization and Training Workshop (U&TW) - TBD
- Next SKT rewrite (major) is scheduled for Mar 03



Questions?



AETC



Visit our web site at:

<https://www-r.omsq.af.mil/OMY/indexomy.htm>

E-Mail: joshua.smalley@randolph.af.mil



Integrity - Service - Excellence



Back-Up Slides



Job Survey Background



AETC

- Previous JI and OSR
 - JI: 2E1X1-Feb 96, CMSgt McDaniel
 - OSR: 2E1X1-Jun 97, Lt Murphy II
 - Programming Support- Ms Guesman
- Issues from Last Post-Analysis Review
 - None



JI Development (# Interviewed)



AETC

• Ft Gordon AIN, Det 1, GA (Tech School) (4)	22-24 May
• Barksdale AFB, LA (4)	05 Jun
• Tinker AFB, OK (6)	07 Jun
• MacDill AFB, FL (6)	03 Jul
• McGuire AFB, NJ (7)	05 Jul
• FE Warren AFB, WY (6)	10 Jul
• Buckley AFB, CO (5)	12 Jul
• Peterson AFB, CO (9)	13 Jul
• Schriever AFB, CO (11)	16 Jul
• Beale AFB, CA (5)	24 Jul
• Vandenberg AFB, CA (5)	27 Jul
• Eglin AFB, FL (11)	09 Aug



Job Structure Glossary



AETC

- **Job:** A group of similar *positions* where incumbents perform many of the same tasks and spend relatively the same amount of time performing these tasks
- **Cluster:** A series or group of related *jobs* which are distinguishable from each other on some variable (weapon system maintained, ratio of supervisory to technical tasks, etc.)
- **Independent Job:** A job that does not fall within any cluster
- **N:** Number in sample



Career Ladder Progression



AETC

- “Typical” career ladder progression
 - **3-Skill-Level** apprentices perform a very technical job which include very few administrative/supervisory tasks
 - **5-Skill-Level** journeymen still primarily perform a technical job, but acquire a mix of administrative/supervisory tasks
 - **7-Skill-Level** managers, and above, primarily perform supervisory, managerial, and administrative tasks, with relatively few technical tasks
- “Atypical” career ladder progression
 - **7-Skill-Level** personnel are still spending a significant amount of their total job time performing technical duties, with relatively few administrative/supervisory tasks



Training Document Analysis



AETC

- Tasks from job inventory are matched to items in the STS and POI
 - Match is usually conducted with technical school personnel
- Final product provides technical school with data indicating applicability of training documents to work performed in the field in terms of:
 - Percent members performing (PMP) from AETCI 36-2601
 - » 20% PMP for STS
 - » 30% PMP for POI
 - TE and TD ratings
- Listing of tasks not referenced to training document also provided
 - May indicate areas where training coverage is lacking





Task Factor Definitions



AETC

- **Training Emphasis (TE):** Task list completed by senior NCOs identifying those tasks that should be emphasized for structured training of first-term airmen
- **Task Difficulty (TD):** Task list completed by senior NCOs which rates the relative difficulty of each task to learn
- **Automated Training Indicators (ATI):** Indicators derived from comparing percent performing data with TE and TD data to assist in making training decisions





Retention Dimensions



AETC

- Military lifestyle
- Pay and allowances
- Bonus or special pay
- Retirement Benefits
- Military related education/Training opportunities
- Off-duty education and training opportunities
- Medical or dental care for active duty member
- Medical or dental care for family members
- Base housing
- Base services
- Childcare needs
- Spouse's career
- Civilian job opportunities
- Equal employment opportunities
- Number of PCS moves
- Location of present assignment
- Number/Duration of TDY's or deployments
- Work schedule
- Additional duties
- Job security
- Enlisted Evaluation System
- Promotion opportunities
- Training/Experience of unit personnel
- Unit manning
- Unit resources
- Unit readiness
- Recognition of efforts
- Esprit de corps/Morale
- Leadership of immediate supervisor
- Senior Air Force leadership



Retention Dimensions First-Term Airmen (N=375)



AETC

	Percent Responding	Average	S.D.
Planning to Reenlist (N=128)			
Job security	69	2.56	.67
Military-related education/training opportunities	65	2.45	.64
Off duty education or training opportunities	61	2.54	.59
Military lifestyle	56	2.11	.72
Medical or dental care for AD member	55	2.47	.65
Planning to Separate (N=247)			
Military lifestyle	63	2.29	.79
Pay and allowances	62	2.39	.72
Civilian job opportunities	62	2.59	.69
Recognition of efforts	37	2.34	.73
Esprit de corps/morale	36	2.48	.72

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



Retention Difficulties

Second-Term Airmen (N=132)



AETC

	Percent Responding	Average	S.D.
Planning to Reenlist (N=71)			
Job security	69	2.57	.67
Retirement benefits	62	2.64	.57
Bonus or special pay	58	2.39	.69
Military lifestyle	56	2.33	.75
Medical or dental care for AD member	55	2.56	.63
Planning to Separate (N=61)			
Pay and allowances	66	2.45	.74
Civilian job opportunities	59	2.75	.49
Military lifestyle	52	2.25	.83
Number/duration of TDYs or deployments	41	2.60	.57
Location of present assignment	36	2.73	.62

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence



Retention Dimensions Career Airmen (N=267)



AETC

	Percent Responding	Average	S.D.
Planning to Reenlist (N=234)			
Retirement benefits	79	2.67	.54
Job security	56	2.62	.61
Military lifestyle	50	2.26	.70
Pay and allowances	50	2.26	.68
Medical or dental care for AD member	45	2.43	.63
Planning to Separate (N=33)			
Pay and allowances	67	2.36	.71
Military lifestyle	64	2.24	.87
Civilian job opportunities	55	2.67	.58
Number/duration of TDYs or deployments	39	2.23	.80
Esprit de corps/morale	39	2.62	.62

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence